

**STATE UNIVERSITY OF NEW YORK
COLLEGE OF TECHNOLOGY
CANTON, NEW YORK**



MASTER SYLLABUS

Equity, Diversity, and Cultural Competence in Healthcare
HSMB 316

Created by: Vicki Perrine

**SCHOOL OF BUSINESS AND LIBERAL ARTS
HEALTH CARE MANAGEMENT
Fall, 2023**

A. TITLE: Equity, Diversity and Cultural Competence in Health Care

B. COURSE NUMBER: HSMB 316

C. CREDIT HOURS: 3

COURSE LENGTH: 15 Weeks

D. WRITING INTENSIVE COURSE: No

E. GER CATEGORY: 5

F. SEMESTER(S) OFFERED: Spring and Fall

G. COURSE DESCRIPTION:

The course is designed to provide students with an understanding of socioeconomic factors, which are contributing to health disparities, healthcare access, and lack of sufficient diversity in health care. The students will analyze key social justice issues relevant to health disparities with an eye to cultivating greater health equity.

H. PRE-REQUISITES:

HSMB 101 – Introduction to Health Care Management OR
Permission of the instructor

CO-REQUISITES: None

I. STUDENT LEARNING OUTCOMES:

By the end of this course, students will:

<u>Course Student Learning Outcome</u> <u>[SLO]</u>	<u>PSLO</u>	<u>GER</u>	<u>ISLO</u>
Explain the historical and contemporary societal factors that shape the health behavior and wellness of individuals and groups involving race, class, gender and sexuality.	Demonstrate an understanding of healthcare quality and outcomes measures.	DEISJ 1	Foundational Skills - Quantitative Reasoning
Interpret the disparities in healthcare by applying the principles of rights, access, equity, and autonomous participation to past, current, or future social justice action.	Discuss how global health issues affect the U.S. healthcare system.	DEISJ 2	Communication Skills - Written
Explain the factors that reduce healthcare access issues for vulnerable populations.	Analyze the origin, uses, and the maintenance of the various resources that are vital to the success of a healthcare organization.	DEISJ 2 & 3	Critical Thinking - Critical Analysis
Identify the factors that help healthcare professionals reduce health care disparities.	Analyze alternative management solutions in healthcare related problems and challenges.	DEISJ 2	Social Responsibility - Intercultural Knowledge
Analyze health disparities attributable to diverse cultural and identity-oriented factors and their implications for healthcare policy.	Demonstrate how to apply state and federal healthcare policies.	DEISJ 1	Social Responsibility - Intercultural Knowledge
Interpret the cultural and identity related factors that influence the management and delivery of healthcare services.	Discuss how global health issues affect the U.S. healthcare system.	DEISJ 2 & 3	Critical Thinking - Problem Solving

KEY	Institutional Student Learning Outcomes [ISLO 1 – 5]
ISLO #	ISLO & Subsets
1	Communication Skills Oral [O], Written [W]
2	Critical Thinking <i>Critical Analysis [CA], Inquiry & Analysis [IA], Problem Solving [PS]</i>
3	Foundational Skills <i>Information Management [IM], Quantitative Lit./Reasoning [QTR]</i>
4	Social Responsibility <i>Ethical Reasoning [ER], Global Learning [GL], Intercultural Knowledge [IK], Teamwork [T]</i>
5	Industry, Professional, Discipline Specific Knowledge and Skills

J. APPLIED LEARNING COMPONENT: No

K. TEXT:

Edberg, M. (2023). Essentials of Health, Culture, and Diversity. Jones and Bartlett Publishing.

Rose, P. (2021). Health Equity, Diversity, and Inclusion: Context, Controversies, and Solutions. Jones and Bartlett Publishing.

Liu, D. Burston, B., Stewart, S., and Mulligan, H. (2019). The Challenges of Health Disparities. Jones and Bartlett Publishing.

L. REFERENCES:

Dreachslin, J., Gilbert, J., and Malone, B. (2013). Diversity and Cultural Competence in Health Care: A Systems Approach. Jossey-Bass, San Francisco, CA.

M. EQUIPMENT: None

N. GRADING METHOD: A-F

O. SUGGESTED MEASUREMENT CRITERIA/METHODS:

Discussion Boards

Assignments

Quizzes

Final Exam

P. DETAILED COURSE OUTLINE:

I. Healthcare Disparities

- Health disparities: The meaning and a historical overview
- Historical and societal factors that shape health behavior and wellness, including race, gender, class, and sexuality
- Health disparities: principles of rights, access, equity, and social justice actions
- Health disparities: factors that reduce healthcare access for vulnerable populations
- The extent of the health status gap and why it has not been closed

II. Diversity in Healthcare

- What is Diversity and who defines it?
- How diversity, equity and inclusion influence healthcare

III. Cultural Competence vs. Diversity in Healthcare

- Why cultural competence matters
- Cultural competence plan

IV. Systems Approach to Cultural Competence

- Cultural and identity related factors that influence the management and delivery of healthcare services
 - Gender identity in healthcare
- V. Closing the Health Status Gap
- Health disparities: factors that help healthcare professionals reduce the disparities
 - Healthcare policy: implications of health disparities attributable to diverse cultural and identity -oriented factors
 - Advancing health equity
 - Sexual orientation and gender identity
- VI. The future of Diversity and Cultural Competence in Healthcare
- The future of health disparities and diversity
 - Diversity in healthcare: making it happen and sustaining it
 - Being a culturally competent healthcare organization

Q. LABORATORY OUTLINE: None